G.R.S. IX—5]

Previous references. 1923 24 File No. 84-23

Med 56-11 (1-7) (Medical) Serial Nos. 142

Later references.

Same file
Sig 3044
CB 170-18-1924
~~Med 26 6~~

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 142

Part B for Jan 1924.

SUBJECT

Representation of Mr V. V Hanlon Assistant Surgeon, for a reconsideration of the terms of his employment

(K 2) To Principal Surgeon
" Comptroller Hyd Financial Secretariat

No. L 6617-18 M 31-1-24

Direct that Mr Hanlon might be released from his obligation to serve the Govt as a Medical Officer provided he refunds the amount of the scholarships drawn by him in England and his term of apprentice ship reverted pursuing the allowance in the hospital shall during a week in a retaining fee of Rs 250/- per mensem

6.2.24

A1463

G. R. S. III-2]

General and Revenue Secretariat.

Mad File No. 84 of 1923

Serial No.

Letter No C 1201-1 dated the 14th Dec 1923 from the Senior Surgeon in Mysore forwarding for orders copy of a representation from Mr V. V Monteiro, Asst Surgeon, Victoria Hospital, Bangalore, praying for a reconsideration of the terms of his employment in connection with his confirmation in service &c.

1) Mr. Monteiro was appointed to the Mysore Medical Service in Govt orders No X 3818-19/Med 56-22-2 dated the 22nd Nov 1922 on the following terms:—

(1) To work in the Dental Deptt of the Victoria Hospital, Banga

(2) to be a whole time officer

(3) to get Rs 200/- per mensem in the first grade of Asst Surgeon

(4) to be placed below those who are already getting Rs 200 in the Grade

(5) to be on probation for one Year.

NOTE—Contn. sheet.

(2

G. R. S. III-2]

General and Revenue Secretariat.

Med File No. 84 of 1923

Serial No.

6. to work under the control & supervision of the Medical officers of the Victoria Hospital Bangalore.

2) In his letter No G.C308 dated the 27th April 1923, the Senior Surgeon recommended, for reasons given, that the Inoculator's appointment as Dentist may be considered a Special one on a fixed pay of Rs 250/- per mensem outside the sanctioned cadre of Surgeons & Asst Surgeons on a fixed pay of Rs 250/- per mensem, and as per orders of the First Member of Council the Senior Surgeon was, in this office letter No L 2945 Med 56-22-5 dt 26.10.23, ~~the Senior~~ told that under the terms of his appointment he is entitled to the whole time services of the Inoculator and that he

and required to attend the hospital twice daily as at present,

Flag R.

NOTE.—Contn. sheet.

(3

G. R. S. III-2]

General and Revenue Secretariat. | 2nd File No. 84 of 1923

Serial No.

will have to be asked to go to Mysore to attend the Krishnarajendra Hospital also, whenever required, and that under these circumstances his Special does not commend itself to Govt.

3) In his print representation Mr. Monteiro requests that his work be confined to hospital attendance twice a week, instead of daily as at present and he is very adequately remunerated to suit his qualifications, and that definite orders be communicated to him within a month from the date of his application (4th Dec. 1923) so that in case Govt are not pleased to offer him better terms, he may give up service here and try elsewhere.

NOTE.—Contn. sheet.

(4

G. R. S. III-2]

General and Revenue Secretariat. | Med File No. 84 of 1923

Serial No.

4) In forwarding the application of Mrs Monteiro to the Senior Surgeon, the Medical officer of the Victoria Hospital observes that on the average only 5 or 6 patients attend the hospital each day and that the dentist has not got enough work for three hours daily, and states that the present needs of the Dental Department would be adequately met if the dentist is made to attend the hospital for two hours each day for three days in the week

5) The Senior Surgeon in forwarding the application to Govt recommends that Mrs Monteiro be confirmed in his appointment with effect from the 23rd Nov 1923 and solicits orders on the two requests of Mrs Monteiro

NOTE—Contn. sheet.

23:894

(5

G. R. S. III-2]

General and Revenue Secretariat.

Med File No. 84 of 19 23

Serial No.

6 Orders are solicited on the following points

(1) whether Mr Monteiro may be confirmed in his appointment with effect from the 23rd Nov 1923 as recommended by the Senior Surgeon,

(2) whether the terms of appointment of Mr Monteiro may be modified as requested by him & if so whether he should be required to attend hospital for two days in the week as requested by him or for three days in the week as recommended by the Medical officer of the Victoria Hospital, and (3) whether his pay ~~should~~ may be increased as requested by him & if so by how much.

~~In this Connection the following letters are respectfully submitted for consideration~~

7 Submitted for orders with the Connected papers.

C.G. HK
19/12/23

CS
20.12.23

L L L Secretary

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | 2nd File No. 84 of 1923

Serial No.

8 Both the Senior Surgeon in his proposals submitted on the 27th April 1923, (Flag R) and the Medical Officer, Victoria Hospital, are of opinion that the work of Dental Surgeon in the Hospital is of a limited nature and that attendance of 3 days in a week is sufficient.

9 In this respect the representation of Mr. Monteiro is supported.

10 The Senior Surgeon has dealt with the case from another important aspect. He is of opinion that Mr. Monteiro may be placed on a cadre of specialists on a fixed pay of Rs. 250 without claim for promotion. He argues that while it is unfair to make him a whole-time officer on a pay which is totally inadequate for his special qualification, without providing him with adequate work in the hospital, his inclusion in the cadre of Assistant Surgeons blocks the promotion of deserving men and that such an inclusion will lead to no good purpose for he will never be entrusted with administrative work. He says that specialists in Dental Surgery receive Rs. 400 per mensem for attendance of 2 days in a week in Madras or elsewhere and that Mr. Monteiro may well be given Rs. 250 per mensem for his attendance for 3 days in a week.

11 The arrangement proposed is advantageous to Government in that no promotion is given to him and that he will attend to the same number of pa-

NOTE.—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | 2nd File No. 84 of 1923

Serial No.

tients that are now daily attending even if he -- attends 3 days in a week. The proposal of the - Senior Surgeon, if accepted, will result in removing discontentment among Assistant Surgeons who -- are not deprived of their legitimate promotes by - placing Mr. Monteiro above them.

17 Mr. Monteiro says that if his representation is not considered favourably, he may be permitted to resigh and that he is even prepared to refund - the scholarship awarded to him, if he is asked to do so. This shows that he will be in a more advantageous position if he gives up service.

13 Having regard to the paucity of experts in -- Dental Surgery and to the capacity and ability of this officer, it may not perhaps be desirable to - lose his services.

14 The proposal of the Senior Surgeon may per- - haps be considered favourably and that Mr. Montei to's services may be retained as a specialist and that he may be asked to attend all kinds of dental diseases of patients attending the hospital.

First member

84

21/12

CER 21.12

G. R. S. III-2]

General and Revenue Secretariat.

Med File No. 84 of 1923

Serial No.

15 If Mr Montero is appointed a Specialist in a separate Cadre he will not be content with a pay of Rs 250 - It is but natural for him to ask for more and he will certainly get it. The arrangement will in no way be advantageous to Govt.

16 If there is not sufficient work for Mr Montero in his Surgical dept; he can be in charge of his Surgical wards. The argument about his unhappiness if work for a whole time Spl is of no avail. He can send him to Negros to attend his Leprosy hospital twice a week.

17 But the fact of his being in this is Mr Montero wants to make more money by private practice and he is therefore unwilling to work as a whole time Spl. His attitude is perfectly unjustifiable. He was educated at Govt expense of his State. Had his father not sent him to England he would have been on Rs88tt Surgeon on Rs150. Before his departure to England he was actually appointed a Medical Practitioner in Govt Service (the file is not forthcoming) and his present wealth is entirely due to that happy chance he received before which he was

Med File 86-18 84/1923 part
up. Vide flag 2
HK
2-1-1924.

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | Revd File No. 84 of 1923.

Serial No.

Rcd. on JAN 2 1924
Reg. No. 4518

paid nothing. I would rather close the dental dept. than allow his request. He may be asked to refund the money he has received and on payment he may be absolved of his obligations with the name so refunded. We can have another man

Asst
18 Please submit. other wise. 26/12

4866/26/12

Do
Drawing) 27/12

19 The same difficulty will arise if Sisters as at A is carried out
no Dentist is employed by Government. All we can expect is to get an existing Dentist to visit the Hospital
Must pretend the Compounder Go to his house. — & the only two people that will come are the Govt. servants.
I am inclined to agree to 21 & Engage myself the Dentist concerned in

C.B. Do 3.1

C5 3/1/24

NOTE—Contn. sheet.

10

(For Disposal at a Meeting)

No. C. 274
of 1923-4

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause V of the schedule)

Representation of Mr. V.V. Monteiro, Assistant Surgeon, for a reconsideration of the terms of his employment.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

4th January 1924.

Chief Secretary to Government.

Extraordinary Member of Council.

First Member of Council.

Second Member of Council.

Third Member of Council.

Extract from the Proceedings of the.....680th.....*Meeting of the Council of His Highness the Maharaja, held at Bangalore on the*....10th January.....19 24

....

2217. Subject- [illegible] of the Scholarship.

[illegible] application of P. A. Pontoiro for reconsideration of the terms of his appointment.

ORDER [illegible].

The terms of the appointment may be revised as proposed by the Police Authorities viz., 2 Cummings a month on a retaining fee of Rs.25 per mensem provided - - - P. Pontoiro refunds the amount of the scholarship drawn by him in full.

....

(Sd.) A.R. Banerji,
Dewan of Mysore.

"EXTRACT"

Chief Secretary to Government.

WD 1471—GPB—2,000—1-3-21

23 Subject to 7th Member Jurisdiction
11/1/24
Revised Note signed by Members
Submitted herewith
S. N. Subba
Dewan
21/1

C 274 11 A

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Subd

The Senior Surgeon has proposed that Mr. Monteiro should pay bi weekly visits instead of daily (vide his letter of 27/4/23)

Post in the Council Resolution it is stated that he should attend the Hospital two mornings in a week.

mw
11/1/24

Memo as prepared
The Senior Surgeon
may perhaps be consulted
from the Resident

16/1

(1st memo)

It is better to change two
into three. That will be in accordance
with the opinion of the Senior Surgeon
in Memo of the Medical Superintendent
Please submit to the Dewan.

Subd
12/1

Dewan
12/1

I have no objection.

Letter we all felt
Council the right
1st memo.

The letter (Resp letter)
13
2

5353-3
15/1

All original notes might please be returned

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

C 274

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

26 **Final Note by the First Member of Council**

Subject:—

Representation of Mr. V. Monteiro for reconsideration of the terms of his appointment.

Mr. Monteiro was, on his passing the M.B.C.M. Examination of the Madras University, given a scholarship and sent to England for training in dentistry. On his return from England, after qualifying himself in that subject, he was appointed to the State Medical Service in Government Order. No. L. 3818-19 Med. 56-22-2 dated 22nd November 1922, as a whole-time Officer and was given a pay of Rs. 200 a month as Assistant Surgeon 1st grade.

R In April 1923, the Senior Surgeon proposed that the Dentist's appointment might be removed from the general cadre of Surgeons and Assistant Surgeons and that the dentist might be given a fixed pay of Rs. 250/- per mensem and that he might be required to attend the hopsital tri-weekly instead of daily. These proposals were however vetoed on the ground that Government were entitled to the whole-time services of the officer and that he will have to be asked to go to Mysore to attend the Krishnarajendra Hospital also.

B Mr. Monteiro has now submitted a representation requesting that his work in the hospital may be confined to two days a week that his pay may be raised to suit his qualifications and that definite orders may be communicated to him within a month, so that if Government are not pleased to offer him better terms, he may give up service here and try elsewhere, returning if necessary, the amount of scholarship he received from the Government. In forwarding this representation for the orders of Government, the Senior Surgeon states that the work in the Victoria Hospital does not demand more than three days attendance on the part of the dentist.

14

carried out.

"Dentistry is a paying profession and all we can expect is to get on a retaining fee basis regular expert service at the hospital. Most patients who can pay go to his house and it is only the poor people that require services through Government.

"I am inclined to agree to Senior Surgeon's suggestion".

The question having been considered at the meeting of the Council held on the 10th January 1924 the Council resolved as follows:-

Page 10 of Office Notes

"The terms of the appointment may be revised as follows:- 2 mornings a week on a retaining fee of Rs. 250 per mensem provided Mr. Monteiro refunds the amount of the scholarship drawn by him in England".

The Senior Surgeon has no doubt suggested 3 days' attendance in the week, but in view of the fact that Mr. Monteiro has been asked to refund the scholarship amount, a reduction in the number of days he has to attend has been proposed.

The resolution of the Council may be graciously approved.

Bangalore,
20th January 1924.

MEMBER OF COUNCIL.

CONFIDENTIAL.

C 274/16

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Revised terms of appointment of Mr. V.V.Monteiro, Assistant Surgeon.

548

28 Order.

~~KRW~~

24/1/24

29 Dec. 1924

25/11/24

R. S. III-2]

C 274

17

General and Revenue Secretariat. File No. of 192.

Serial No.

Representation of Mr V. V. Monteiro, Asst Surgeon, for a reconsideration of his terms of employment.

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of

His Highness' orders $\frac{\text{before}}{\text{after}}$ issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure.)*

25/1

Chief Secretary to Govt.

Through the Secretary to Government,

....L..and..L...Department.s

25/1

FIRST MEMBER OF COUNCIL. 30 25/1

666. 26.1.24

SECOND MEMBER OF COUNCIL.

THIRD MEMBER OF COUNCIL.

31 Secy, L & L Dept with compts 26/1

25/1

NOTE—Contn. sheet.

Mono WD 1335—GPB—500—16-1-23.

3387 18

G. R. S. III-2]

General and Revenue Secretariat.

2nd File No. 86 of 1923

Serial No.

Draft & Co Subs for appl
C.S. DJ
26/1/24.

CBR
26.1.24.

d d d Secretary
Members

5376
28/1

Draft. Regret
Issued as applied

8a
29/1 CBR
26.1

Secy
27/1

Issue
8a
29/1. CBR
28.1.24

Re 1411/23

Subd with Draft & Fair copies
Communicating the order.

(The file has not been seen by the H Secy)

by
29.1.24

Secy
30/1

H.S. Secy)

Issue
Secy
30-1-24
Secy

Communicated to Comptroller
H. No. 4068 Dated 31st January 1924

NOTE—Contn. sheet.

G. R. S. III-2]

334

General and Revenue Secretariat. | med File No. 84 of 1923

Serial No.	
2	To, The Senior Surgeon The Comptroller, through financial Secretariat No. L 6017-18/d 28/3/24. I. 24 Directs that Mr. Monteiro may be released from his obligation to serve the Govt as a whole time officer provided he refunds the amount of the Scholarship drawn by him in England and his terms of appointment may be revised permitting him to attend the hospital on his mornings a week on a retaining fee of Rs 250/- per mensem.

B

NOTE—Contn. sheet.

Leagenth

Office of the Senior Surgeon in Mysore,
Bangalore, dated, 14th December 1923.

No. C.1204-1 Enc. one and a cutting from Dental Journal

3389/L

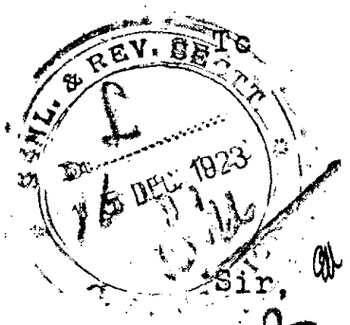
From

The Senior Surgeon with the Government of His Highness the Maharaja of Mysore, Bangalore.

17-12-23

19681

med 84-23-1



To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Local and Legislative Departments, Bangalore.

Sir,

I have the honour to forward herewith copy of representation from Mr. V.V.Monteiro, Assistant Surgeon, Victoria Hospital, Bangalore, praying for a reconsideration of the terms of his employment in connection with his confirmation in the service.

Mr. Monteiro completed the first year of his service on the 22nd November 1923 and, having rendered approved service during the period, deserves confirmation which is hereby recommended.

The Medical Officer, through whom the representation is made, states in his covering letter No. 1012 dated 6th December 1923, (copy enclosed), that the average daily attendance is only 5 or 6 and that the present demands on the Dental Department will be adequately met if the Dentist is made to visit the Hospital for 2 hours on three days in the week.

I have nothing to add to what I have said in my letter No. G.C.308, dated 27th April 1923, which, however, was not made on any representation from the Dentist but on general considerations of the effect his appointment has on the prospects of other officers in the second gradeof Assistant Surgeons.

The proposal therein suggested viz. to treat Mr. Monteiro's appointment as a special one on a fixed pay of

2 of Rs.250/- per mensem is supported by the practice prevailing outside. It is natural for a young man of ability to cherish a certain amount of ambition. I submit the case for orders.

I have the honour to be.

Sir,

Your most obedient servant.

S.B. Wyghizgaum

Senior Surgeon.

Letter No. 1012 dated 6th December 1923
from the Medical Officer, Victoria Hospital
Bangalore, to the Senior Surgeon in Mysore.

I have the honour to forward herewith an application submitted by Dr. V.V. Monteiro, the Assistant Surgeon working in the Dental Department, with the following remarks:-

Only 5 or 6 patients, on an average per day. attend the Dental Department. These patients come in at long intervals, since the hours of work at present are between 8 and 11 A.M. It is evident therefore that there is not enough work for a whole time Dentist working at the rate of three hours daily.

I am of opinion that it will adequately meet the present demands if he is made to work in the Dental Department for two hours a day (from 8 to 10 A.M.) on three days in the week, as was the practice in the case of part time Dentists attached to the hospital till now.

"Copy.".

S.B. Wyghizgaum

Senior Surgeon.

G.R.S. VI G 34] 5 Wms fleet

SUBJECT.....

.....

.....

Diary No. of letter replied to.....3389.....

Section 2nd

File No. 84 - 23

Serial No. 2

General and Revenue Secretariat

(186)

, *the* *192*

Proceedings of the Government of His Highness the Maharaja of Mysore

Date of issue.... 28/1/24

Signed by.....

Read— Govt order no L 3818 - 19/2nd 56-22-2 dated the 22nd Nov 1922 according sanction to the appointment of Mr V.V. Inamdar to the Dental department of the Victoria Hospital, Bangalore, on as a first Grade Asst Surgeon on a pay of Rs 200 per mensem, as a whole time officer, on the usual terms of ~~service~~ probation and service.

2) Correspondence ending with letter

May this be

i Printed ?

ii treated as a standing order ?

iii published in the Gazette, English Part ?

iv translated ?

v placed at the disposal of the press ?

vi published in the Gazette, Kannada Part ?

~~Order Thereon No.~~

No. C 12201-1 dated the
14th Dec 1923 from the
Senior Surgeon in regard
forwarding for orders
Copy of a representation
from Lt V. V. Monteiro
Asst Surgeon, Victoria
Hospital, Bangalore,
praying for a re-
consideration of the
terms of his employment
in connection with his
confirmation in service
Orders vide 16/17/18

In his present repre-
sentation Lt Monteiro
requests that his work
in the Victoria Hospital
be confined to hospital
attendance twice a week
instead of daily as at
present, that his pay
may be adequately
raised to suit his
qualifications and that
he may be confirmed at
the close of his probationary
period

Copies of enclosures.

Copied by

Examined by

WD 1888—GPB—1,000,00—21-12-21

G.R.S. 27]

GENERAL AND REVEN
SECRETARIAT.

(Continuation sheet draft form.)

6

2. In forwarding the Monteiro's application for orders of Govt, the Senior Surgeon states that the work in the Victoria Hospital does not demand more than three days attn on the part of the dentist, that Mr Monteiro may be relieved of his obligation to serve the Govt as a whole time officer, that the dentists pay may be fixed at Rs 250/- a month for attendance for three days in a week and that he may be confirmed in his appointment after the completion of the 1st year of his service on 22nd Nov 1922

2)

Order No

After a careful consideration of the question, the Govt of are pleased to direct that the terms of the appointment of the Warriors may be revised as follows —

Mr Monteiro may be released from his obligation to serve the Govt as a whole time officer provided he repays his amount of the Scholarship drawn by him in England

Two mornings a week on a retaining fee of Rs 250/- per mensem & exercised by Warriors refunds the amount of the scholarship drawn by him in England *

On his accepting this terms, his name will be removed from the list of Govt Surgeons.

Secy to Govt

To the Senior Surgeon at Mysore The Comptroller & Govt thro' the Financial Secy

WD 1249—GPB 10,000—25-1-19

26/1/24.

Bangalore,
4th December 1923.

To

The Senior Surgeon with the Government of
His Highness the Maharaja of Mysore, Banglore.
(Through the Medical Officer, Victoria Hospital)

Sir,

I was appointed as an Assistant Surgeon, I Grade, and posted for duty in the Dental Department of the Victoria Hospital, Bangalore, by Notification No. L.3820 Med.56-22-3,dated the 22nd Novr. 1922, and entered on my duties on the forenoon of the 23rd November 1922. Under the usual terms of the service on which I was appointed, I completed the one year of probation on the 22nd November "23 and the question of my confirmation will, I believe, be taken up for consideration. I therefore beg leave to take this opportunity to lay before Government certain aspects of my case for their kind consideration along with the question of my confirmation.

2. I took my M.B., B.S., Degree of the Bombay University after a very successful career in the Grant Medical College and then applied for a Foreign Loan Scholarship to enable me to take a Dental Course either in America or in England. The Government were, however, pleased to grant me a Foreign Free Scholarship tenable in England, on the condition that after obtaining my qualification I should serve the Government <u>on such terms as they would consider reasonable</u>.

3. During my Dental Course in London I won distinction in Dental Materia Medica and the Saunder's Scholarship, in open competiton, for proficiency in Dental Surgery, being, perhaps, the first Indian to win the covetted distinction. I believe, therefore, I have fairly justified the expectations of Government in granting me a <u>Free</u> instead of a <u>Loan</u> scholarship, for which I had originally applied. How far I have justified my subsequent appointment to the Dental Department of the Victoria Hospital, I leave it to the judgment of the authorities who have watched my work during my probationary service.

4. As in the Victoria Hospital here, qualified Dental Surgeons are attached to Presidency Hospitals in British India. The Dental Surgeon attached to the General Hospital, Madras, was drawing a fixed pay of Rs.400 with Hospital attendance on three days in the week for two hours each day. More recently, a second Dentist has been added and the scale of pay has been raised to Rs.500/-50-900 (as advertised in the British Dental Journal, copy enclosed) Each of the two Dental Surgeons attends the Hospital twice a week fora couple of hours each day. The rest of his time he is free to give his services to the public at his own Dental Chambers. Such is the market value of ~~it~~ and the <u>reasonable terms</u> offered to qualified Dental Surgeons outside.

5. Compared with the above, my own position in this service is that I am a <u>wholetime</u> servant of Government, expected to work in the Hospital every day during the full hospital hours i.e., till about 11 a.m., on a pay of Rs.200 which will reach in nine years (including a year of probation) to a <u>maximum</u> of Rs.360, which is considerably less than the minimum offered in Madras, a place removed from Bangalore only by a ten hours' journey.

6. The History of the Mysore Medical Service is also not wanting in instances of better pay and prospects given to persons who came with really high professional qualifications. In my own line of work, I am given to understand, that Dr. Rule who merely held the D.D.S,, (American) qualification, a qualification not registrable under the General Medical Council of Great Britain, and who possessed no general medical qualification besides, was given a pay of Rs.250/- a month, for two days' attendance a week, working three hours each day. It is this disparity shown in my case that has damped all the enthusiasm with which I gratefully returned to serve the Government which had helped me in my professional education.

7. It may not be out of place to mention that even before I had actually completed my dental course, the Dean of my College who recognised my merit, very kindly offered to recommend me to the post of 2nd Dentist in Madras which had been just then created But, to be true to the Government that was supporting me, I declined the offer with thanks. Since then I have returned and served the Government for a year, giving them sufficient time to judge of my worth and definitely settle the terms of my employmentin connection with my confirmation.

8. Unlike other branches of the Medical profession Dental work is eminently practical, each case requiring, on an average 15 to 20 minutes' attention. Again, private dental cases, as a rule, prefer attending duringthe cooler hours of the morning than the hotter afternoon hours. My morning time is fully taken up by the hospital attendance till 11 a.m. so that I have to return home at noon quite jaded, with hardly any energy left for taking up private work in the afternoon. Thus, although in theory I am free to take up private practice out of hospital hours like my brother officers of the medical service, yet in practice, the nature of my line of work hardly allows me scope for private practice worth mentioning and the pay I am now drawing does not even meet the rent of the house which, the nature of my work and the kinds of patients coming for treatment compels me to take up, furnish and equip.

9. It is this actual pinch that makes me approach the Government with a request for a revision of the terms of my employment on more reasonable lines. My one year's experience has clearly shown me that the daily average of patients coming to the Hospital for extraction and such emergent and simple treatment could all be attended to in onehour provided the hour be fixed and the patients make it a point to attend during that hour. Again, dental cases are with rare exceptions, cases not requiring <u>urgent</u> attention, but such as could wait without undue risk or suffering. Maladies of the teeth do not appear suddenly but are gradual, giving the patient sufficient warning and time to make an appointment with the Dentist. Thus all the kind of work I am expected to do for thepoor subjects of H.H., in the Hospital, will not occupy me for more than six hours in the week. The remaining 15 hours of my attendance in the Hospital is a waste, with no profit either to me or to the public or Government.

10. I earnestly hope that it is not the intention of the benign Government that I, one of its grateful servants, by the mere reason of my obligation to them as a scholarship holder, should be kept out of the facilities and opportunities to make my way in my profession, particularly when it could be done without the least detriment to the interests of the public. If that be so, I beg to be allowed permission to refund the money they have spent on my professional education and to become free to try my luck in the wide world.

11. Considering the facts, that the pay now offered to me is what has been offered to persons returned with the lowest European University Qualification entitling to registration, viz., L.R.C.P. M.R.C.S, that persons with <u>really high</u> professional qualification have received better rates of pay, and lastly that a Dentist with no general medical training and holding a mere dental qualification not registrable in Great Britain was also granted better terms, I request that my case may kindly be reconsidered and my work be confined to hospital attendance twice a week, instead of daily as at present, and my pay adequately raised to suit the highest English Dental Qualification obtainable possessed by me.

12. I further request that the consideration of my case may not be delayed but definite orders communicated to me within a month from this date, after which, in case the Government are not pleased to offer me better terms, I may give up my service here and try elsewhere.

I beg to remain, Sir,
Your most obedient servant,
Sd. V. V. Monteiro.
ASST.SURGEON,DENTAL DEPARTT.
Victoria Hospital.

"Copy."

SENIOR SURGEON